



DELRAY BEACH CRA
COMMUNITY REDEVELOPMENT AGENCY

International Materials, Inc.
Job Creation Bonus Program

Incentive Level	Jobs	Bonus	Estimated Eligible Expense
Average annual wage equal to at least 115%	3	\$ 1,000	\$3,000.00
Average annual wage equal to at least 125%	33	\$ 2,500	\$82,500.00
Local hiring bonus at 50% (\$500)	8	\$ 500	\$4,000.00
Local hiring bonus over 50% (\$1,000)	0	\$ 1,000	\$0.00

The incentive amounts shall be calculated based on the number of jobs at the start of grant agreement. The applicant is required to maintain the new or existing jobs for a period of at least two years from the date that each job was created/relocated. Per JCB Program guidelines, incentive shall be paid out in two annual installments.

Total Est. Eligible Expenses	\$89,500.00
Reimbursement Rate	N/A
Maximum Grant Award	\$75,000.00
Max. Progress Payment 1	\$37,500.00
Max. Progress Payment 2	\$37,500.00
CRA Sub-Area	#2
Square footage	20,052 41 existing
Jobs Impact	44 new planned (over next 11 years)
Capital Investment	\$2.5M in construction costs PLUS \$8.3M in rental costs over term of lease
Total Qualifying Salaries (estimated)	\$5,621,939.18

Application Packet Checklist

Completed/executed application form	✓	7/24/2020
Executed commercial lease OR warranty deed	✓	11 year lease
Description of business	✓	
Description of project	✓	
Owner or Executive Bios	✓	
Florida Department of State Division of Corporations papers and current business tax receipts (City and County)	✓	
Business plan (if new/start up)	✗	N/A
3-year audited financial statements or 3-years of tax returns for a business	✓	
Certified Payroll register/listing of all jobs being created and/or relocated	✓	
Florida Department of Revenue Employer's Quarter Report (UCT-6) for the past 4 quarters	✓	



APPLICATION FORM

JOB CREATION BONUS PROGRAM

Date of Application: 7/20/2020

1. Business Name: International Materials, Inc.
2. 6-Digit NAICS Code: 213115
3. Is the Applicant tax exempt? Yes No
4. Is this business a: Publicly-Traded Company Non-Publicly Traded Company
5. Physical Address: 54 SE 5th Ave Suite 300 Delray Beach, FL 33483
(presently at 327 Plaza Real Suite 320 Boca Raton, FL 33432)
6. Is this applicant currently located in the CRA District? Yes No
7. Phone: 1-561-288-3785 Fax: 1-561-395-8023
8. Email: dobryon@imius.com

Incorporation Information

9. Federal ID#: 23-2456788
10. State: PA
11. Type of Entity: S-CORP
12. Date of Incorporation: 1/29/1987
13. Contact Person
Name: Daniel J. O'Bryon
Title: CFO
Address: 327 Plaza Real Suite 320 Boca Raton, FL 33432
Phone: 1-561-288-3785
Email: dobryon@imius.com

14. Principal Product or Service – (General business activities to be conducted at the location within the Delray Beach CRA District)

trading of bulk raw materials and logistics services.

15. The Project – please check all that apply

✓	Relocation will result in moving entire business operation in Delray Beach CRA District
	Relocation involves establishing a new branch-subsidary facility in Delray Beach CRA District
	Expansion of an existing local business presently located in Delray Beach or the Delray Beach CRA District

16. Proposed Facility & Capital Investment

Gross Square Feet: 20,052

Type of Facility: Retail Office Industrial

Amount of Capital Investment Expected: \$ ~ 2.5 million in construction costs
plus ~ \$8.3 million in rent costs over
term of lease

17. Job Impacts

Current Number of Employees: 43

Full time equivalent positions: 43

Part-time positions: 0

Local Hires (employees whose home address is within US Postal Zip Codes 33444, 33445 and 33483 within the incorporated city limits of the City of Delray Beach): 8

Proposed Number of New/Relocating Jobs: ~ 40 over term of lease

Proposed Number of New Local Hires: ~ 40 over term of lease

18. Overview of the Proposed Project – Relocation to/expansion within the Delray Beach CRA. Explain what is driving this change for the applicant's business.

due to strong, continued growth of IMI, the company needs additional space (more than doubling in size) to support the existing and future growth needs. more than 40 salaried, professional, local jobs are expected to be added over the term of the lease.

19. Proposed Project Timeline

July 2020 / early 2021

When is it anticipated that construction could begin or move-in will occur, assuming the project receives a grant from this program? _____

20. Include with this application:

- a. Incorporation papers
- b. Copy of current Business Tax Receipts (City and County)
- c. Listing of and bios for business owner(s) and/or executive-management team
- d. Copy of executed multi-year lease (3-year minimum) or proof of ownership (warranty deed)
- e. If new start-up business, Business Plan, 3-year Financial Projections of Revenues and Expenses, Proposed Staffing Plan with Department/Function/Executive-Management Position, Proposed Annual Gross Wages/ Date of Proposed Hire/Weekly Hours/Hourly-Exempt
- f. If existing business, 3-year audited financial statements or 3-years of federal tax returns
- g. Certified payroll register/listing of all current and proposed jobs including Employee ID, Department/Function/Executive-Management Position, Annual Gross Wages/ Date of Initial Hire/Weekly Hours/Hourly-Exempt/City-State-Zip Code of the Current Employee, if applicable
- h. If existing business, copies of Florida Department of Revenue Employer's Quarter Report (UCT-6) for the past 4 quarters
- i. Additional items as requested

The JCB Program benefits are contingent on funding availability, approval of the Grant Application by the CRA Board of Commissioners, and the approval and execution of the Grant Agreement by the CRA Board of Commissioners, and are not to be construed as an entitlement or right of a property owner or applicant. Properties in the CRA areas are not eligible for City/CRA funded programs when such funding conflicts with the goals expressed in the CRA Redevelopment Plan. The CRA may obtain an analysis by a third party or outside firm hired by the CRA to evaluate the application.



Signature of Applicant

 CFO

Title

 Daniel J. O'Byon

Applicant Name (Printed)

 23 July 2020

Date

Please note that the Delray Beach CRA is a public agency. As such, the CRA is governed by Section 119.07, et.seq., Florida Statutes, the "Florida Public Records Law." Any documents provided by the Applicant may be subject to production by the CRA, upon receipt of a public records request, subject to any exemptions provided by Florida Law.

INTERNATIONAL MATERIALS, INC.
CURRENT/EXISTING POSITIONS

EMPLOYEE ID	DEPT.	BI-WEEKLY	ESTIMATED ANNUAL SALARY	ZIP
1	Executive	\$ 11,538.46	\$ 299,999.96	33487
92	Trade & Marketing	\$ 2,115.38	\$ 54,999.88	33435
93	Trade & Marketing	\$ 10,000.00	\$ 260,000.00	33483
95	Chartering	\$ 4,423.08	\$ 115,000.08	33444
96	Legal	\$ 5,769.23	\$ 149,999.98	33312
98	Trade Execution	\$ 3,846.15	\$ 99,999.90	33619
99	Operations	\$ 2,692.31	\$ 70,000.06	33445
66	Trade & Marketing	\$ 8,319.23	\$ 216,299.98	33483
68	Chartering	\$ 5,769.23	\$ 149,999.98	33486
69	Trade & Marketing	\$ 5,769.23	\$ 149,999.98	33431
70	Trade & Marketing	\$ 8,319.23	\$ 216,299.98	33496
74	Finance & Accounting	\$ 5,756.92	\$ 149,679.92	33435
75	Administration	\$ 2,615.38	\$ 67,999.88	33321
76	Operations	\$ 2,384.62	\$ 62,000.12	33433
77	Trade & Marketing	\$ 3,846.15	\$ 99,999.90	33433
79	Administration	\$ 2,000.00	\$ 52,000.00	33432
82	Finance & Accounting	\$ 13,152.31	\$ 341,960.06	33486
83	Legal	\$ 9,615.38	\$ 249,999.88	33418
86	Trade & Marketing	\$ 8,653.85	\$ 225,000.10	33435
89	Operations	\$ 2,692.31	\$ 70,000.06	33433
42	Executive	\$ 11,538.46	\$ 299,999.96	33483
50	Administration	\$ 2,544.23	\$ 66,149.98	33470
56	Operations	\$ 3,000.00	\$ 78,000.00	33470
60	Trade & Marketing	\$ 8,319.23	\$ 216,299.98	33435
112	Operations	\$ 2,115.38	\$ 54,999.88	34987
113	Operations	\$ 2,307.69	\$ 59,999.94	33063
114	Trade Execution	\$ 2,884.62	\$ 75,000.12	33315
115	Information Technology	\$ 5,769.23	\$ 149,999.98	33498
116	Finance & Accounting	\$ 2,692.30	\$ 69,999.80	33063
117	Legal	\$ 5,000.00	\$ 130,000.00	33433
13	Executive	\$ 12,769.23	\$ 331,999.98	33444
100	Finance & Accounting	\$ 4,038.46	\$ 104,999.96	33432
101	Operations	\$ 2,500.00	\$ 65,000.00	33463
102	Finance & Accounting	\$ 4,307.69	\$ 111,999.94	33431
104	Finance & Accounting	\$ 2,961.54	\$ 77,000.04	33432
105	Operations	\$ 6,153.85	\$ 160,000.10	33432
106	Finance & Accounting	\$ 2,846.15	\$ 73,999.90	33068
107	Finance & Accounting	\$ 3,384.62	\$ 88,000.12	33301
108	Trade Execution	\$ 3,538.46	\$ 91,999.96	33436
11	Operations	\$ 4,240.38	\$ 110,249.88	33445
110	Operations	\$ 4,038.46	\$ 104,999.96	33445
41			\$ 5,621,939.18	8

# Qualifying Jobs	Description of Incentive	Incentive/Bonus Amount	Average Annual Wage Limits	Total Qualifying Incentive/Bonus
	Average Annual Wage (\$54,793)	N/A	\$ 54,793.00	\$ -
3	Average annual wage equal to at least 115% (\$1,000)	\$1,000	\$ 63,011.95	\$ 3,000.00
33	Average annual wage equal to at least 125% (\$2,500)	\$2,500	\$ 68,491.25	\$ 82,500.00
8	Local hiring bonus at 50% (\$500) Local Hiring Bonus: 33444, 33445 and 33483	\$500	N/A	\$ 4,000.00
0	Local hiring bonus over 50% (\$1,000) Local Hiring Bonus: 33444, 33445 and 33483	\$1,000	N/A	\$ -
			TOTAL	\$ 89,500.00

INTERNATIONAL MATERIALS, INC.

Planned 11-Year Hiring for Delray Beach Office

Position	Estimated Salary Range	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	Change
Traders	\$100,000 - \$200,000	8	8	8	9	9	9	10	10	11	11	11	12	4
Operations	\$60,000 - \$90,000	11	11	12	12	13	14	14	15	15	17	17	19	8
Finance / Acct	\$70,000 - \$100,000	8	9	10	10	11	11	12	13	14	15	16	16	8
Legal	\$70,000 - \$120,000	5	5	5	6	6	7	7	7	8	8	8	9	4
Trade Ex	\$60,000 - \$90,000	3	3	3	4	4	5	5	5	6	6	7	7	4
Admin	\$50,000 - \$70,000	3	4	4	4	4	4	5	5	5	6	6	6	3
Executive	n/a	2	2	2	2	2	2	2	2	2	2	2	2	-
Chartering	\$100,000 - \$150,000	2	2	3	3	4	4	4	4	5	5	6	6	4
HR	\$100,000 - \$150,000	1	1	1	1	2	2	3	3	3	3	3	3	2
IT	\$80,000 - \$120,000	1	2	2	2	2	3	3	3	4	4	5	5	4
Total Staff (Salaried)		44	47	50	53	57	61	65	67	73	77	81	85	41

Dan O'Bryon

Mr. O'Bryon joined IMI as the CFO and Treasurer in 2015. In this capacity, Mr. O'Bryon is responsible for all of the Accounting and Finance obligations of the company, as well as FP&A, cash management, risk management, banking and capital markets activity. In addition to these traditional roles, Mr. O'Bryon also manages the credit, insurance, IT, and HR functions for IMI's global operations. Mr. O'Bryon received his B.S. degree from Houghton College (Physics) and MBA from Loyola University (Finance) and is based in IMI's Florida office.

German Trujillo

Mr. Trujillo has been with IMI for 17 years trading raw materials and solid fuels used in the cement and steel industry. As Vice President & Director of Global Trading, Mr. Trujillo is responsible for managing the global trading team and overseeing IMI's sourcing activities worldwide. Mr. Trujillo received his Bachelor's degree in Industrial Engineering from Universidad del Norte in Colombia, followed by a Master's degree in International Business from Florida International University. He lives in Deerfield Beach, Florida and travels extensively throughout the world spending time with customers, suppliers and with his trading team.

Mark Warren

Mr. Warren is a founder and owner of IMI. He is widely known in the industry with over 35 years of continuous experience trading bulk materials used in the construction industry. Prior to forming IMI, Mr. Warren spent 5 years at the trading offices of Woodward and Dickerson in Philadelphia where he learned the trading and construction materials business. As President, Mr. Warren is responsible for overseeing all trading, logistics and administrative functions as well as strategic planning and business development to support continued growth at IMI. He has full and active responsibility for all IMI operations and leads IMI's efforts to secure new sources and renew existing sources of supply throughout the world. Mr. Warren received his Bachelor's degree from Villanova University. Mr. Warren is based in IMI's Florida office and also travels extensively in the U.S. and abroad.



DELRAY BEACH CRA COMMUNITY REDEVELOPMENT AGENCY

JOB CREATION BONUS PROGRAM 2015 - 2021 (JCB)



**Delray Beach Community Redevelopment Agency
September 11, 2018**

Job Creation Bonus (JCB) Incentive Program with Local Hiring Bonus **Incentive for Job Creation for non-retail business**

INTRODUCTION

New or existing non-retail businesses in the City of Delray Beach Community Redevelopment Agency (CRA) may be eligible for an incentive known as the Job Creation Bonus Program (JCB). This incentive is being updated to attract companies to and grow existing businesses within the CRA District while increasing the number of quality jobs in the community.

The applicant, if a new business, must create or relocate a minimum number of 10 new jobs whose average annual wages meet or exceed 115% of the County's Average Wage. If the applicant is an existing business in the CRA District they must create a minimum number of five (5) New jobs whose average annual wages equal or exceed 115% of the County's Average Annual Wage. Annual wages exclude commissions and tips.

HISTORY

The 2009 amendment to the CRA Plan identified sections of the Downtown Master Plan which emphasized the importance of the creation of new office space and high-paying jobs in the downtown to complement the service sector jobs. Attracting a year-round day-time population of business people will support the downtown merchants and downtown restaurants. In addition, well paying jobs in the City of Delray Beach would strengthen the City's tax base, the economic wellbeing of the local residents, and the local residential real estate markets. The CRA Plan recognizes that the downtown's pedestrian friendly nature, unique amenities, proximity to I-95 and Tri-Rail, and the CRA funded shuttle bus make it an attractive location for the development of office buildings. The addition of high-paying jobs to the CRA Districts would complete a sustainable and successful district where both businesses and residents can support a healthy tax base.

In 2015, the CRA Board amended the eligibility criteria, funding amounts and structure of the Job Creation Bonus Program to better attract companies and diversify the local economy by increasing the number of quality job positions available throughout the CRA District while promoting local hiring efforts

PROGRAM & FUNDING LIMITS

Applications to the JCB program will be accepted for a six-year period commencing on June 1, 2015 and ending on September 30, 2021. Annual program funding will be set forth in the CRA budget, as approved by the CRA Board each fiscal year.

The incentive program is a grant contribution program that is paid out in two equal installments for a relocating company and two payments for an existing business. The amount of the total incentive contributed by the CRA to a project is based upon the number of jobs generated by the project according to the following funding levels:

- a) Standard Incentive Level: \$1,000/job, not to exceed a total maximum incentive amount of \$75,000. To qualify, the total payroll of the relocating and/or new jobs must have an average annual wage equal to at least 115% of the average county wage and be maintained over the term of the grant agreement.
- b) Premium Incentive Level: \$2,500/job, not to exceed a total maximum incentive amount of \$75,000. To qualify, the total payroll of the relocating and/or new jobs must have an average annual wage equal to at least 125% of the average county wage and be maintained over the term of the grant agreement.

- c) Local Hiring Bonus: An additional \$500/job may be awarded to businesses employing up to 50% of their workforce with local hires (employees whose home address is within US Postal Zip Codes 33444, 33445 and 33483 within the incorporated city limits of the City of Delray Beach) or \$1,000/job if that business' workforce is comprised of 50% or more of local hires.

The incentive amounts shall be calculated based on the number of jobs at the start of grant agreement. The applicant is required to maintain the new or existing jobs for a period of at least two years from the date that each job was created/relocated

ELIGIBILITY REQUIREMENTS

Applicants must meet all of the following requirements in order to be eligible to receive assistance through the Job Creation Bonus Incentive Program:

1. The minimum number of new jobs for grant consideration is five (5) for existing businesses in the CRA District and ten (10) for businesses relocating to the CRA District. Jobs must be full-time equivalent positions whose wages are reported to the state and federal government. Average wages shall be equal to or exceed 115% of the most recent County's Average Annual Wage published by CareerSource Palm Beach County. Applicants can check with the CRA's Office of Economic Development for Palm Beach County's Average Annual Wage at the time of application to determine eligibility.

Annual wages exclude employer contributions to Old-Age, Survivors' Disability Insurance (OASDI), health, life, unemployment insurance, workers compensation, private pension or welfare funds.

2. In order to qualify for funding under the JCB Program the qualifying jobs must be either New Jobs or Relocated Jobs, defined as follows:
 - a. A **New Job** must be full time equivalent position (minimum of 2,080 hours annually) and shall: be created in the Delray Beach CRA District and add to the City's total job base; add incrementally to the company's payroll; result in a net increase in the number of employees of the Applicant Company; and involve only a new employee working on-site at the company's facility that is located in the Delray Beach CRA District. A New full time or equivalent job may include permanent salaried and/or leased employees. All jobs must be located in the Delray Beach CRA District. A New Job excludes an existing employee on current payroll of the business already located in the City of Delray Beach.
 - b. A **Relocated Job** involves full time equivalent (minimum of 2,080 hours annually) positions currently identified on the company's payroll that is currently outside of the City of Delray Beach being relocated to the Delray Beach CRA District, and shall: add to the City's total job base; and involve only an employee working on-site at the new company's facility that is being located in the Delray Beach CRA District. A Relocated Job may include permanent salaried and/or leased employees. A Relocated Job excludes an existing employee of an Applicant Company located in other areas of the City of Delray Beach.
3. Grant Approval by CRA Board and the approval of the Grant Agreement by the CRA Board must occur before the jobs are added. A business that enters into a Grant Agreement with the CRA and is located in or relocating to existing office space that does not require significant tenant improvements must add the jobs within an agreed to number of months of the commencement date of the grant agreement. The company and the Delray Beach CRA will negotiate a job creation/relocation timeframe which generally

can range from 90 days of establishment to 36 months with the new jobs being maintained for at least 24-months, commencing upon the company providing Delray Beach CRA with verification of compliance by the company with the performance standards of the grant agreement.

4. A Business must either own the property or have an executed multi-year lease (3-year minimum) for the location in the eligibility area.
5. A Business must be properly licensed and approved by the State, County and the City of Delray Beach.
6. Businesses that do not report employees' wages are not eligible for assistance under the JCB Program.
7. Retail Businesses (except in the CRA's target areas), restaurants, bars, and entertainment venues are not eligible for assistance under the JCB Program.
8. The JCB incentive is contingent on funding availability, CRA Board approval, and the execution of a Grant Agreement by the CRA and the Applicant, and is not to be construed as an entitlement or right of a property owner or applicant. Properties in the CRA areas are not eligible for CRA funded programs when such funding conflicts with the goals expressed in the CRA Redevelopment Plan.

PROCEDURES FOR IMPLEMENTATION

1. **Application Process** – All applicants are strongly encouraged to meet with CRA staff in order to determine eligibility before submitting an application. Funding requests will not be considered until all required documentation is submitted to the CRA office. Application packets must include the following documentation:
 - a. Completed/executed application
 - b. Description of the business and NAICS code.
 - c. Description of the project, timeline and significance of the project to the applicant.
 - d. Listing of and bios for business owner(s) and/or executive-management team
 - e. If existing business, copy of paperwork proving active business entity Florida Department of State Division of Corporations papers and current business tax receipts (City and County).
 - f. Copy of executed multi-year lease (3-year minimum) or proof of ownership (warranty deed)
 - g. If new start-up business, business plan, including executive summary and three-year financial projections of revenues and expenses
 - h. If existing business, 3-year audited financial statements or 3-years of tax returns for a business which is not required by federal, state or financial institution regulatory requirements or policies to have audited statements prepared for its business and operations.
 - i. Certified Payroll register/listing of all jobs being created and/or relocated including Employee ID, Department/Function, If it is an Executive-Management position/Annual gross Wages/Date of Initial Company Hire/Hours Worked Weekly/Hourly or Exempt/City-State-Zip Code of the Employee in the position.
 - j. Copies of the business' Florida Department of Revenue Employer's Quarter Report (UCT-6) for the past 4 quarters. Additional items may be requested as needed.
2. **Approval of Funding Request** – Once eligibility is verified and all required documentation has been submitted, CRA staff will present the funding request to the CRA Board of Commissioners for approval.

Staff will notify the applicant when the application is scheduled for consideration and the decision of the CRA Board on the application.

3. **Incentive Agreement** – Following approval of the Grant Application by the CRA Board of Commissioners, the CRA and the Applicant shall negotiate and enter into a Grant Agreement which will clarify the terms and conditions of the JCB Grant, subject to the approval of the CRA Board of Commissioners.
4. **Incentive Payments** – Subject to the terms and conditions of the Grant Agreement, the JCB incentive grant shall be paid out in two annual installments. The first of the two payments will commence within 90 days after: a) the jobs have been in place within the CRA District and b) job verification documents are provided to the CRA and c) a site visit is conducted. Subsequent payment will be considered 12 months following the initial payment in the same manner.
5. **Site Visits** – CRA staff will conduct a site visit before grant payment begin in order to verify that the business is in operation. Staff will also conduct two additional annual site visits in order to ensure compliance with the terms of the grant agreement.
6. **Reporting** – By accepting the grant, the applicant agrees to comply with any reporting procedures deemed necessary by CRA staff to verify that the required job positions are properly fulfilled and maintained. Reporting may include, but is not limited to, payroll records, Florida Department of Revenue Employer’s Quarterly Reports (UCT-6), and reporting forms.
7. **Discontinuation of Payment** – The receipt of past payments is not a guarantee of future payments. The CRA retains the right to discontinue payments at any time according to its sole and absolute discretion and as expressed in the Grant Agreement

PROGRAM INQUIRIES

Please direct inquiries on the Job Creation Bonus Program, including obtaining a complete application packet, to the Office of Economic Development, Delray Beach CRA, 20 North Swinton Avenue, Delray Beach, FL 33444, 561-276-8640.

Please note that the Delray Beach CRA is a public agency. As such, the CRA is governed by Section 119.07, et.seq., Florida Statutes, the “Florida Public Records Law.” Any documents provided by the Applicant may be subject to production by the CRA, upon receipt of a public records request, subject to any exemptions provided by Florida Law.

PLEASE READ THE FOLLOWING PRIOR TO APPLICATION SUBMITTAL

- 1) If deemed necessary, the Community Redevelopment Agency (CRA) reserves the right to have the application and its contents evaluated and analyzed by an outside third party.
- 2) Property to be occupied must be free of all municipal and county liens, judgments or encumbrances of any kind. Upon grant approval, the property must remain free of all municipal and county liens, judgments or encumbrances of any kind under the term of the agreement.
- 3) The Applicant is prohibited from lobbying any member of the CRA Board or the City commission. Failure to meet this requirement may result in automatic denial of the application.
- 4) The Applicant will provide annually certified wage statements, requested documentation and allow for site visits as requested by the CRA.
- 5) The Applicant may not employ or retain any company or person, other than a bona fide employee working solely for the applicant, to solicit or secure the grant award, and not pay or agree to pay any person, company, corporation, individual or firm, other than a bona fide employee working solely for the applicant, any fee, commission, percentage, gift, or any other consideration contingent upon or resulting from the award or making of the grant award.

I have read completely and understand the program, including the application guidelines and grant reimbursement process.

Applicant Signature

Title_____

Applicant Name (Printed)

Date_____

Delray Beach CRA Sub-areas Map

